

Policy: Clinical Learning and Educational Environment	Effective Date: 11/1/2020
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Authorized by: Graduate Medical Education Committee	Page 1 of 1
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PURPOSE

To ensure the clinical learning and educational environments provide a professional, respectful, and civil environment that is free from unprofessional behavior and to provide processes for reporting, investigating and addressing such concerns.

SCOPE

1. Department of Medical Education
2. Baptist Health Medical Center - North Little Rock
3. Baptist Health Medical Center - Little Rock
4. Baptist Health Medical Center - Conway

POLICY

1. The GMEC adopts the following Baptist Health policies in their current revision state as well as future revisions to address the appropriate clinical learning and educational environment:
 - a. Baptist Health Policy V-31 Harassment and Bullying
 - b. Corporate Compliance SC-02-0002 Code of Ethical Conduct
 - c. Baptist Health Policy I-06 Non-Discrimination
 - d. Baptist Health Policy I-08 Disruptive Behavior in the Workplace

2. Consensual Romantic or Sexual Relationships
 - a. Residents are allowed to engage in consensual romantic or sexual relationships with other residents.
 - b. Should this be the case, it is the responsibility of both residents in the relationship to notify their Program Director.
 - c. The Program Director(s) will take any action necessary to mitigate any conflict of interest.

3. There are many ways to address concerns regarding the clinical learning and education environment including confidentially without fear of intimidation or retaliation. The following are options to report issues and do not necessarily need to be done in order, according to the resident's discretion:
 - a. Report issue to the Program Director
 - b. Report issue to the DIO
 - c. Report in the Resident Forum



MEDICAL EDUCATION PROGRAM

- d. Report using the QACR (Quality Assurance and Communication Reporting) system.
 - i. This can be done either confidentially or not.
 - e. Report using the Compliance Hotline at 1-800-991-0888.
 - i. This can be done either confidentially or not.
4. The Resident Forum is the platform that allows all resident from within and across the Sponsoring Institution's ACMGE- accredited programs to communicate and exchange information with other residents regarding the learning and working environment.
- a. Any resident from one of the Sponsoring Institution's ACGME- accredited programs must have the opportunity to directly raise a concern to the forum.
 - b. Residents have the option, at least in part, to conduct their forum without the DIO, faculty members, or other administrators present.
 - c. Residents have the option to present concerns that arise from discussions at the forum to the DIO and GMEC through their co-chair representatives.

RELATED POLICIES

Baptist Health Policy V-31 Harassment and Bullying

Corporate Compliance SC-02-0002 Code of Ethical Conduct

Created 3/2020

Reviewed 10/2020

Revised 10/2020